

## Jason Kautz

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### PROFESSIONAL EXPERIENCE

**University of Texas at Dallas**  
Assistant Professor

Richardson, TX  
August, 2020 – Present

### EDUCATION

**University of South Carolina**

Ph.D. in Business Administration, OB/HR

Dissertation: *Sticks and stones may break my bones: Social undermining as social influence*

Columbia, SC

May, 2020

**Canisius College**

M.B.A.

B.S. in Entrepreneurship, with Honors

Honors Thesis: *The man who sold the moon: The economic feasibility of privatized space travel.*

Buffalo, NY

December, 2013

December, 2010

### RESEARCH

#### CURRENT RESEARCH INTERESTS

Interpersonal and Team Dynamics; Applied Statistical Models (multilevel, longitudinal); Trust; Counterproductive Workplace Behaviors

#### PEER REVIEWED JOURNAL PUBLICATIONS (Chronological; \* indicates students)

Campbell-Sills, L., Edwards, E., Strizver, S., Choi, K., Kautz, J. D., Papini, S., Aliaga, P. A., ... & Bliese, P. D. (Accepted). Direct and indirect associations of childhood adversities with functional impairment and life stress among military personnel. *Psychological Medicine*.

Campbell-Sills, L., Choi, K. W., Strizver, S. D., Kautz, J. D., Papini, S., Aliaga, P. A., ... & Bliese, P. D. (2024). Interactive effects of genetic liability and combat exposure on risk of alcohol use disorder among US service members. *Drug and Alcohol Dependence*, 264, 112459. <https://doi.org/10.1016/j.drugalcdep.2024.112459>

Bigelow, B., Kautz, J., Carpenter, C., & Harris, B. (2024). A person-centered approach to behaving badly at work: An examination of workplace deviance patterns. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001192>

Cragun, O., Kautz, J. Xiu, L. (2023). Pay equity perceptions and pay disclosure preferences: The moderating role of pay transparency. *Nankai Business Review International*. <https://doi.org/10.1108/NBRI-06-2023-0052>

Campbell-Sills, L., Kautz J. D., Ray C., Lester P. B., Choi K. W., Naifeh J. A., Aliaga P. A., Kessler R. C., Stein M. B., Ursano R. J., Bliese P. D. (2023). Associations of active-duty mental health trajectories with post-military adjustment: Results from the STARRS Longitudinal Study. *Journal of Affective Disorders*, 340, 535-541. <https://doi.org/10.1016/j.jad.2023.08.029>

Cragun, O. R., Kautz, J., & Xiu, L., (2023). Teaching Employees About Pay Helps Avoid Transparency Problems. *Journal of Total Rewards*, 34(2), digital.

- Campbell-Sills, L., Kautz, J., Choi, K. W., Naifeh, J. A., Aliaga, P. A., Jain, S., Sun, X., Kessler, R. C., Stein, M. B., Ursano, R. J., & Bliese, P. D. (2023). Effects of prior deployments and perceived resilience on anger trajectories of combat-deployed soldiers. *Psychological Medicine*, 53(5), 2031-2040. <https://doi.org/10.1017/S0033291721003779>
- Abramov, G., Kautz, J., Mielliet, S., & Deane, F. P. (2022). The influence of attachment style, self-protective beliefs, and feelings of rejection on the decline and growth of trust as a function of borderline personality disorder trait count. *Journal of Psychopathology and Behavioral Assessment*, 44, 773-786. <https://doi.org/10.1007/s10862-022-09965-9>
- Takeuchi, R., Guo\*, N., Teschner\*, R. S., & Kautz, J. (2021). Reflecting on death amidst COVID-19 and individual creativity: Cross-lagged panel data analysis using four-wave longitudinal data. *Journal of Applied Psychology*, 106(8), 1156-1168. <https://doi.org/10.1037/apl0000949>
- Steinbach, A., Kautz, J., & Korsgaard, M. A. (2021). Caring for their own: How firm actions to protect essential workers and CEO benevolence influenced stakeholder sentiment during the COVID-19 pandemic. *Journal of Applied Psychology*, 106(6), 811-824. <https://doi.org/10.1037/apl0000928>
- Shepherd, W., Ployhart, R. E., & Kautz, J. (2020). The neglected role of customer perceptions in shaping collective employee attitudes, voluntary turnover, and involuntary turnover: A cautionary note. *Journal of Applied Psychology*, 105(11), 1327-1337. <https://doi.org/10.1037/apl0000480>
- Abramov\*, G., Mielliet, S., Kautz, J., Grenyer, B. F., & Deane, F. P. (2020). The paradoxical decline and growth of trust as a function of borderline personality disorder trait count: Using discontinuous growth modeling to examine trust dynamics in response to violation and repair. *PloS one*, 15(7), e0236170. <https://doi.org/10.1371/journal.pone.0236170>
- Korsgaard, M. A., Kautz, J., Bliese, P., Samson, K., & Kostyszyn, P. (2020). Conceptualising time as a level of analysis: New directions in the analysis of trust dynamics. *Journal of Trust Research*, 8(2), 142-165. <https://doi.org/10.1080/21515581.2018.1516557>

#### **RESEARCH UNDER PEER REVIEW (\* indicates students)**

- Hymer, C., Kautz, J., & Bolumole, Y. Title removed for blind review. 2<sup>nd</sup> round R&R at the *Journal of Applied Psychology*.
- Cragun, O., Kautz, J. Xiu, L. Title removed for blind review. 1<sup>st</sup> round R&R at *Organizational Dynamics*.
- Liu, X., Thatcher, S., & Kautz, J. Title removed for blind review. Submitted to the *Journal of Management*.
- Boncoeur, D., Kautz, J., & Cragun, O. R. Title removed for blind review. Submitted to *Nature Human Behavior*.

#### **WORK IN PROGRESS (Organized based on closest to submission; \* indicates students)**

- Kautz, J., Siderits\*, I. O., Flynn, P. J., Mayer, R. C., Mulvey, P. W., & Noble, S. M. Trust Momentum: A new understanding of dynamic trust. (reworking for submission to *Academy of Management Journal*).
- Kautz, J., Korsgaard, M. A., & Bliese, P. The importance of first impressions and events that change them: How does trust anchor and change over time. (reworking for submission to *Academy of Management Journal*).

Garg\*, S. & Kautz, J. Interplay of the Imprinted and Imprinting: The Differential Roles of CEOs' Characteristics on Strategic Consequences of Intergroup Religious Conflict Imprints. (reworking for submission to *Journal of International Business*).

Kautz, J., & Park, J. A social influence theory of social undermining. (reworking for submission to *Academy of Management Journal*).

Lee, J., Kautz, J., & Park, J. Social media influence on employee workplace perceptions and job understanding. (data collection; in preparation for *Journal of Applied Psychology*)

Cragun, O. R., Kautz, J., & Xiu, L. Pay truth: What it means to have an accurate, holistic, and contextual understanding of pay. (finalizing for submission to the *Journal of Management*).

Hymer, C., Kautz, J., Bolumole, Y. An exploration of code-switching: How female employees translate their experiences to "fit in" with others in the workplace. (data collection in progress, partnering with multiple organizations; in preparation for *Academy of Management Journal*).

**CONFERENCE PRESENTATIONS (bold denotes presenter; \* indicates students)**

**Kautz J.** (2024). *A Practical Review of Longitudinal Modeling using RCGM*. Southern Management Association Annual Meeting, San Antonio, TX. **[Invited]**

**Cragun, O. R.**, Xiu, L., Kautz, J. (2024) *Getting Educated on Pay Education*. Academy of Management Conference, Chicago, IL.

**Kautz, J., Hymer, C.,** Bolumole, Y. (2024). *Capturing code switching: A scale development paper*. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

**Ward, W. B.\*** & Kautz, J. (2024). *Applicant reactions to organizational successes and failures in diversity and inclusion*. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL. **[Winner of the John C. Flanagan Award for Best Student Presentation]**

**Park, J. & Kautz, J.** (2023). *Social undermining as social influence*. Southern Management Association, St. Pete Beach, FL.

Cragun, O. R., **Kautz, J.**, & Xiu, L. (2023). *Pay Learning Theory: How pay understanding leads to better quality pay decisions*. Academy of Management Conference, Boston, MA.

**Guo, N.\***, Takeuchi, R. \*, Teschner, R. S., & Kautz, J. (2022). *Death awareness and employee voice: Two-study, multi-wave investigation*. Academy of Management Conference, Seattle, WA.

**Kautz, J.**, Boncoeur, D., & Cragun, O. R. (2022). *Mega-threats, team diversity, and the impact on performance*. Society for Industrial and Organizational Psychology Conference, Seattle, WA.

**Kautz, J.**, Campbell-Sills, L., Bliese, P., & Ursano, R. (2021). *Anger trajectories and resilience among combat-deployed soldiers*. Academy of Management Conference, Virtual Conference

**Cragun, O. R.**, Kautz, J., & Xiu, L. (2021). *Pay truth: An accurate, holistic and contextual understanding of pay*. Midwest Academy of Management Conference, Davenport, Iowa.

**Cragun, O. R.**, Kautz, J., & Xiu, L. (2021). *The effects of pay equity perceptions and pay transparency on personal pay disclosure*. Academy of Management Conference, Virtual Conference. **[Best Paper Nominee]**

**Cragun, O. R.**, Kautz, J., & Xiu, L. (2020). *The impact of pay secrecy policy on individual pay disclosure preferences and pay information confidence*. Midwest Academy of Management Conference, Virtual Conference.

- Ward, W. B.\***, Kautz, J., & Ployhart, R. E. (2020). *Mixed messages? Detriments to applicant trust resulting from inconsistent messaging on diversity and inclusion*. Society for Industrial and Organizational Psychology Conference, (Virtual) Austin, TX.
- Abramov, G.\***, Miellet, S., Kautz, J., & Grenyer, B. (2019). *Trust violation and the paradoxical decline and growth of trust in borderline personality*. International Society for the Study of Personality Disorders Conference, Vancouver, BC.
- Kautz, J.**, Korsgaard, M. A., & Bliese, P. (2019). *The timing of accelerating events in trust growth*. Academy of Management Conference, Boston, MA.
- Kautz, J., Bigelow, B.**, & Carpenter, N. (2019). *Don't forget the trees: An item-level meta-analytic review of the Bennett and Robinson (2000) scale*. Society for Industrial and Organizational Psychology Conference, Washington DC.
- Liu, X., Kautz, J.**, Thatcher, S., & Ployhart, R. E. (2018). *Dynamic team faultlines and team performance after turnover*. Academy of Management Conference, Chicago, IL.
- Shepherd, W., Ployhart, R. E., & **Kautz, J.** (2018). *Reciprocal service relationship: The customers' influence on collective employee attitudes and collective turnover*. Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Kautz, J.**, Ployhart, R. E., Shepherd, W., & Hale, D. (2017). *The influence of unit level emotional labor and exhaustion on employee attitudes*. Academy of Management Conference, Atlanta, GA.
- Korsgaard, A., & **Kautz, J.** (2017) *Growth, change, and stabilization of trust*. Academy of Management Conference, Atlanta, GA.

## INVITED PRESENTATIONS

- Kautz, J., (2023). *Inherited cultural trust and the influence on supplier-customer relationship during market uncertainty*. University of Tennessee, Knoxville.
- Kautz, J., Wu, J., Takeuchi, R. (2023). *Demystifying the high-quality research process*. FEMA America Summit, Richardson, TX.
- Kautz, J. (2022). *The subtle pressure of code-switching: How female employees may feel unwelcome in male-dominated industries*. Women in Trucking, Dallas, TX.

## CHAPTERS and CONFERENCE PUBLICATIONS (\* indicates students)

- Cragun, O. R., Kautz, J., & Xiu, L. (2023). Pay Learning Theory: How pay understanding leads to better quality pay decisions. *Academy of Management Proceedings*, 2023 (1).  
<https://doi.org/10.5465/AMPROC.2023.18772abstract>
- Guo, N.\* , Takeuchi, R., Teschner, R. S.\* , & Kautz, J. (2022). Death awareness and employee voice: Two-study, multi-wave investigation. *Academy of Management Proceedings*, 2022 (1).  
<https://doi.org/10.5465/AMBPP.2022.15342abstract>
- Cragun, O. R., Kautz, J., & Xiu, L. (2021). The effects of pay perceptions and pay transparency on personal pay disclosure. *Academy of Management Proceedings*, 2021 (1).  
<https://doi.org/10.5465/AMBPP.2021.172>
- Bliese, P. D., Kautz, J., & Lang, J. W. (2020). Discontinuous growth models: illustrations, recommendations, and an R function for generating the design matrix. In Y. Griep, S. D. Hansen, T. Vantilborgh, & J. Hofmans (eds.), *Handbook on the Temporal Dynamics of Organizational Behavior* (pp. 319–350). Edward Elgar Publishing.  
<https://doi.org/10.4337/9781788974387.00030>

- Kautz, J., Korsgaard, M. A., Jeong, S. S. (2020). Values, other-interest and ethical behavior: The critical role of moral emotions. In *Oxford Research Encyclopedia of Business and Management*. <https://doi.org/10.1093/acrefore/9780190224851.013.117>
- Ployhart, R. E., & Kautz, J. (2017). Managing the selection and retention of human capital resources. In P. Sparrow & Sir C. Cooper (eds.), *A research Agenda for Human Resource Management* (pp 78-94). Edward Elgar Publishing. <https://doi.org/10.4337/9781785362965.00010>
- Kautz, J., Ployhart, R. E., Shepherd, W., Hale, D. (2017). Employee emotional influences on the service-profit chain. *Academy of Management Proceedings*, 2017 (1). <https://doi.org/10.5465/AMBPP.2017.16684abstract>

## **MEDIA and PRESS INTERVIEWS**

### *Radio Show Appearances*

Kautz, J. *Road Dog Channel 146* offered by SiriusXM. Interviewed by Ellen Voie. Recorded August 22, 2024, aired August 24th, 2024.

## **GRANTS**

- Co-PI**, JSOM/STEAM Collaboration Grant, The University of Texas at Dallas (2023). *CSWITCH-SIM: Developing self-awareness and understanding workplace effects of code-switching through virtual reality to enhance STEM participation of underserved communities*. (\$25,000)
- Co-PI**, The Advanced Supply Chain Collaborative (ASCC) grant, the Global Supply Chain Institute at University of Tennessee. (2022). *An exploration of code-switching: How female employees translate their experiences to “fit in” with others in the workplace*. (\$21,600)
- Co-PI**, Darla Moore School Research Grant, University of South Carolina. (2018). *Growth, change and stabilization of Trust*. (\$1,552.50)

## **TEACHING**

### **University of Texas at Dallas**

OBHR3330 *Introduction to HRM* (4.82/5; 4.82/5)

Fall 2020, 2021

OBHR3310 *Introduction to OB* (4.82/5; 4.88/5; 4.87/5)

Fall 2022, 2023, 2024

### **University of South Carolina**

MGMT 371 *Principles of Management* (4.36/5)

Summer 2018

## **PROFESSIONAL EXPERIENCE**

### **Trusum Visions**

2019

*Project*: Evaluate construct validity of IC-8 Cultural Assessment model.

*Duties*: Performed item response theory analysis and item-level psychometric analysis to validate the IC-8 Cultural Assessment model and refine the IC-8 Cultural Assessment questionnaire.

### **Smithers Institute**

2019

*Project*: Evaluate the psychometrics of the scales to be used in the DoD project “Patterns of Alcohol Use and Suicide-related Thoughts Among Recently Discharged Veterans: Risk Factors Associated with the Military-to-Veteran Transition.”

*Duties*: Run and evaluate a pre-test of the scales to be included in the DoD project.

**Henry Jackson Foundation** 2020 – Present  
*Project:* Study to Assess Risk and Resilience in Servicemembers (STARRS) longitudinal study data analysis  
*Duties:* Provide analytic support for longitudinal analysis of the data gathered by the US Army on servicemember resilience and risk factors. Papers to be submitted to psychological and medicine journals.

## PROFESSIONAL SERVICES

### **Reviewer**

*Ad hoc reviewer*, Journal of International Business 2024  
*Ad hoc reviewer*, Academy of Management Review 2022 – Present  
*Ad hoc reviewer*, Journal of Applied Psychology 2022 – Present  
*Academy of Management Conference*, OB/HR Divisions 2015 – Present  
*Academy of Management Conference*, Research Methods 2017 – Present  
*Society of Industrial and Organizational Psychology Conference* 2017 – Present

### **Guest Lecturing**

Walmart Spark Chain Collaborative, University of Tennessee, Knoxville 2023 – 2025

### **Institutional Service**

#### **University of Texas at Dallas**

2024 Non-Tenure Track Selection Committee, *Committee Member* 2024  
 2023 Tenure Track Selection Committee, *Committee Member* 2023  
 Library Committee, *Committee Member* 2020 – Present  
 JSOM Sustainability Case Competition, *Faculty Team Mentor* 2022  
 OSIM Speaker Seminar Series, *Organizer* 2022 – 2023  
 FEM Expatriate Management and Mobility Awards, *Judge* 2023  
 2022 Non-Tenure Track Selection Committee, *Committee Member* 2022

#### **University of South Carolina**

Doctoral Student Roundtable, *Co-chair* 2016 – 2017  
 Doctoral Student Association, *DSA Historian* 2017 – 2018  
 Darla Moore School of Business, *Analytic Solutions* 2015 – 2017  
 Undergraduate Internship Program Analysis  
 Masters Students 360 Feedback

## STUDENT THESES AND DISSERTATIONS

Minjung Lee, Dissertation Committee Member 2022  
 Ryan Teschner, Dissertation Committee Member 2024  
 Suyash Garg, Dissertation Committee Member expected 2024

## WORK EXPERIENCE

Westock *North Tonawanda, NY*  
 Quality Manager 2013-2015  
 System Implementation Specialist 2012-2013  
 Canisius College *Buffalo, NY*

Academic Adviser  
United States Navy  
2<sup>nd</sup> Class Petty Officer (Honorable discharge)

2012-2013  
*USS Carl Vinson*  
2006-2011